

Character Community



E-News



A Town of Richmond Hill initiative.

A Town of Richmond Hill Character Community monthly e-letter

April is Respect

*I will treat myself and others
with consideration, high
regard and dignity.*

April 2006

How to Demonstrate Respect at Work - Ten Tips

From Susan M. Heathfield

Ask anyone in your workplace what treatment they most want at work. They will likely top their list with the desire to be treated with dignity and respect. Popular songs tout the need for respect.

From **Aretha Franklin:**

"R-E-S-P-E-C-T

Find out what it means to me."

to **Train:**

"Everybody needs a little respect

Everybody needs a little time

Everybody needs a little respect

Everybody needs a little."

Everybody needs a little respect. You know when you have respect. You know when you don't. But what is respect really? And, how is respect demonstrated at work?

You can demonstrate respect with simple, yet powerful actions. These ideas will help you avoid needless, insensitive, unmeant disrespect, too.

- Treat people with courtesy, politeness, and kindness.
- Encourage coworkers to express opinions and ideas.
- Listen to what others have to say before expressing your viewpoint. Never speak over, butt in, or cut off another person.
- Use people's ideas to change or improve work. Let employees know you used their idea, or, better yet, encourage the person with the idea to implement the idea.



Queen of Soul, Aretha Franklin, earned the respect of many and spelled it out for everyone with her famous song titled, of course, "Respect."

- Never insult people, name call, disparage or put down people or their ideas.
- Do not nit-pick, constantly criticize over little things, belittle, judge, demean or patronize. A series of seemingly trivial actions, added up over time, constitutes bullying.
- Treat people the same no matter their race, religion, gender, size, age, or country of origin. Implement policies and procedures consistently so people feel that they are treated fairly and equally. Treating people differently can constitute harassment or a hostile work environment.
- Include all coworkers in meetings, discussions, training, and events. While not every person can participate in every activity, do not marginalize,

*...please see **Tips**, pg.2.*

Town of Richmond Hill Character Community Organizations

Arts Richmond Hill Inc.

The Curtain Club

Girl Guides of Canada York South Division

Helpmate Community Information

Hills House Hospice

Learning Disabilities Association of York Region

Lions Club of Richmond Hill

Music For Young Children

My Canada! Integration Settlement Services

Optimist Club of Richmond Hill

Richmond Hill Aquatic Club

Richmond Hill Canoe Club

Richmond Hill Chamber of Commerce

Richmond Hill Community Food Bank

Richmond Hill Social & Bocce Club

Richmond Hill Training Centre

Richmond Hill Winter Carnival

Royal Canadian Legion Branch #375

Spiritual Assembly of the Bahai's of Richmond Hill

Stroke Recovery Network
The Amici Centre

Wilderness Lifeskills of Youth Inc.

Movies That Deal With RESPECT



Shrek

The characters learn to respect each other despite appearances.



The Emperor's New Groove

A real lesson about respecting other people's property and their rights.



Respect in Sports

Dr. Mike on Athletics and Respect



Coaches, athletes, and their parents must always treat the players, referees, opposing players and their fans with respect, courtesy, and consideration. This means avoiding and preventing put-downs, name calling, trash-talking, insults, or other verbal or non-verbal conduct. It also means never taunting an opponent or engaging in flamboyant displays of chest-thumping, ball-slaming, or high-fiving.

Coaches, athletes, and their parents must be informed that if they think an official misunderstands a rule or made a bad call, they should not humiliate the referee through their own behavior. Coaches need to maintain control over the conduct of their parents, fans, and players by preventing negative cheers, name-calling, trash talking, or the like. It should be emphasized that demeaning, ridiculing, yelling at, or embarrassing players for their mistakes or for any other reason will not be tolerated.

Treat all of your players as you would like to be treated, recognizing and appreciating their diversity in gender, ethnicity, skills, and race as a part of good sportsmanship and respect. And finally, emphasize that everyone associated with the team will be listened to for their input and opinions without fear of reprisal or put down.

Source:

<http://www.goodcharacter.com/Respect5.html>

Tips...contd.from pg.1

exclude or leave any one person out. Provide an equal opportunity for employees to participate in committees, task forces, or continuous improvement teams. Solicit volunteers and try to involve every volunteer.

- Praise much more frequently than you criticize. Encourage praise and recognition from employee to employee as well as from the supervisor.
- The golden rule does apply at work, or, as professional speaker Leslie Charles, says, "Implement the platinum rule: treat others as they wish to be treated."

Source:

http://humanresources.about.com/od/workrelationships/a/demo_respect.htm

Character Conference 2006

Remember that the 3rd annual Building Communities Character Conference is coming up on April 5-6 at Angus Glen Golf and Country Club.

This is a conference for anyone interested in character development whether it be educators, community groups, non-profits, churches, parent councils, municipal employees or business leaders.

For a list of guest speakers, workshops and more information please go to

www.charactercommunity.com.

Next Month's Attribute:
May is Responsibility



Regional & Local Councillor David Barrow with Richmond Hill Intercultural Committee Chair Nalini Jugnundan, Town of Richmond Hill staff Risa Healey and Lauren Steckley, and Local Councillor David Cohen representing the Richmond Hill Intercultural Committee at the York Regional Police International Day for the Elimination of Racism Festival on March 19, 2006.

Character Community E-News is a monthly e-mail newsletter to share information about upcoming events within our organization and beyond. If you would like to contribute upcoming Character Community event information, story ideas or photos, please forward it to the Editor, Michelle Lipkus, at mlipkus@richmondhill.ca.